Whiteheath Infant and Nursery School

Equality information and objectives

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Author: Jackie Hall Headteacher	GB Committee: FGB

date	version	amended by/status	Note on changes
19.04.23	V1	J Hall	Updated equality objectives section 8.
16/1/25	V2	J Hall	Updates to clarify objectives, emphasise inclusivity, and ensure compliance with legislation.

2025-26 Equality and Information Objectives

1. School Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations across all characteristics – between people who share a protected characteristic and those who do not.

2. Legislation and Guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination.

- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate compliance with the Public Sector Equality Duty and to publish equality objectives.
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

3. Roles and Responsibilities

The Governing Board will:

- Ensure that the equality information and objectives set out in this statement are published and communicated throughout the school, including to staff, pupils, and parents.
- Ensure that the published equality information is updated annually and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The Equality Link Governor is Natalie Burton. They will:

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed.
- Ensure familiarity with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the full governing board regarding any issues.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

The Designated Member of Staff for Equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils.
- Meet with the equality link governor every term to raise and discuss any issues.
- Support the headteacher in identifying any staff training needs and deliver training as necessary.

All school staff are expected to:

- Have regard to this document and work to achieve the objectives set out below.

4. Equality Objectives

1. Promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs among different ethnic groups within our school community.
2. Monitor and promote the involvement of all student groups in the extra-curricular life of the school.
3. Actively close gaps in attainment and achievement between all student groups, especially focusing on boys, students eligible for free school meals, students with special educational needs and disabilities, looked-after children, and students from minority ethnic groups.
4. Provide appropriate and early pastoral interventions for students to promote positive behavior and inclusion, especially for groups over-represented in behavior data (including boys and students with special educational needs).

5. Ensure accessibility across the school for students, staff, and visitors with disabilities, including access to specialist teaching.
6. Diversify the curriculum in all areas to ensure the positive representation of all protected characteristics so that students see and can be seen.
7. Ensure consistent recording, reporting, and action by staff following incidents of discriminatory language and behavior, including bullying.
8. Review relevant school policies and publications to ensure they clearly reflect the aim of inclusivity.

5. Eliminating Discrimination

The school complies with non-discrimination provisions under the Equality Act 2010. Relevant policies reference the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act, with discussions recorded in meeting minutes. New staff receive training on the Equality Act during induction, and all staff receive annual refresher training. A designated member of staff and the equality link governor regularly liaise regarding equality issues, informing senior leaders and governors as needed.

6. Advancing Equality of Opportunity

As set out in DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimizing disadvantages connected to particular characteristics (e.g., pupils with disabilities).
- Taking steps to meet the needs of individuals with particular characteristics.
- Encouraging full participation in school activities by all pupils, regardless of their characteristics.

To fulfill this duty, the school will:

- Publish attainment data annually, showing how pupils with different characteristics are performing.
- Analyze data to identify strengths and areas for improvement, implement responsive actions, and publish this information.
- Publish further data on issues associated with specific protected characteristics, identifying potential impacts on our pupils.

7. Fostering Good Relations

The school fosters good relations by:

- Promoting tolerance, friendship, and understanding of diverse religions and cultures through the curriculum, including RE, citizenship, PSHE, and other subjects.
- Holding assemblies on relevant issues, with pupil participation and contributions from external speakers.
- Working with the local community, including inviting local faith leaders and organizing community-based school trips and activities.
- Encouraging initiatives to address tensions between different pupil groups, such as diverse school council representation and inclusive activities like sports clubs.
- Developing links with individuals and groups with specialist knowledge about particular characteristics to inform and improve our approach.

8. Equality Considerations in Decision-Making

The school considers equality implications in significant decisions, such as:

- Scheduling school trips or activities to avoid conflicts with religious holidays.
- Ensuring accessibility for pupils with disabilities.
- Providing equivalent facilities for boys and girls.

9. Links with Other Policies

This document links to:

- Accessibility plan
- Risk assessment
- Inclusion policies